

MONTANA PAID FAMILY LEAVE STUDY

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Montana Department of
LABOR & INDUSTRY

MONTANA PROJECT COMPONENTS



Public Opinion Poll

Lake Research Partners



Montana Department of
LABOR & INDUSTRY

Business Opinion Survey

Montana Department of Labor & Industry



Economic Feasibility Modeling

Montana Budget and Policy Center

Public Outreach

Montana Budget and Policy Center

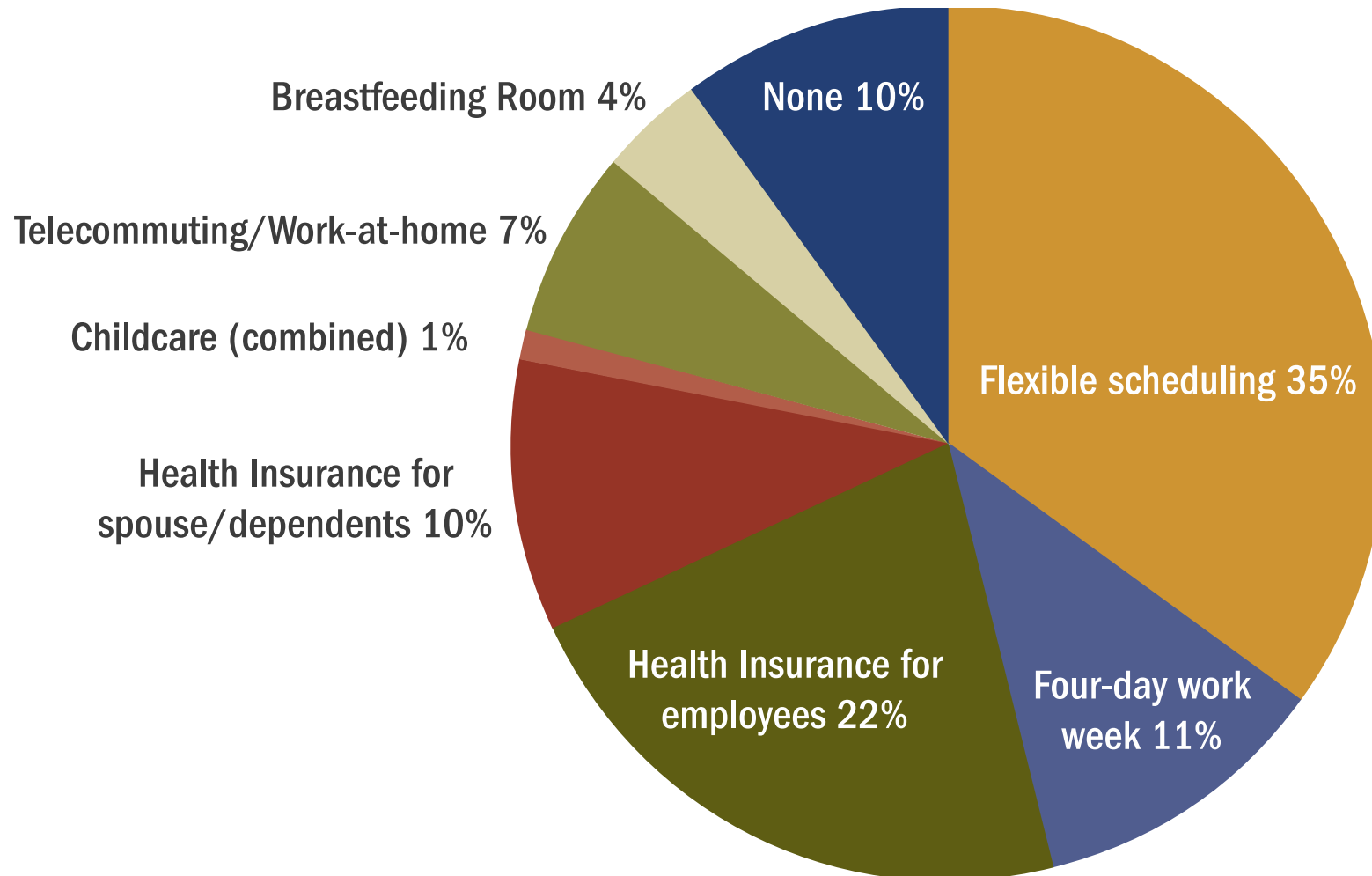


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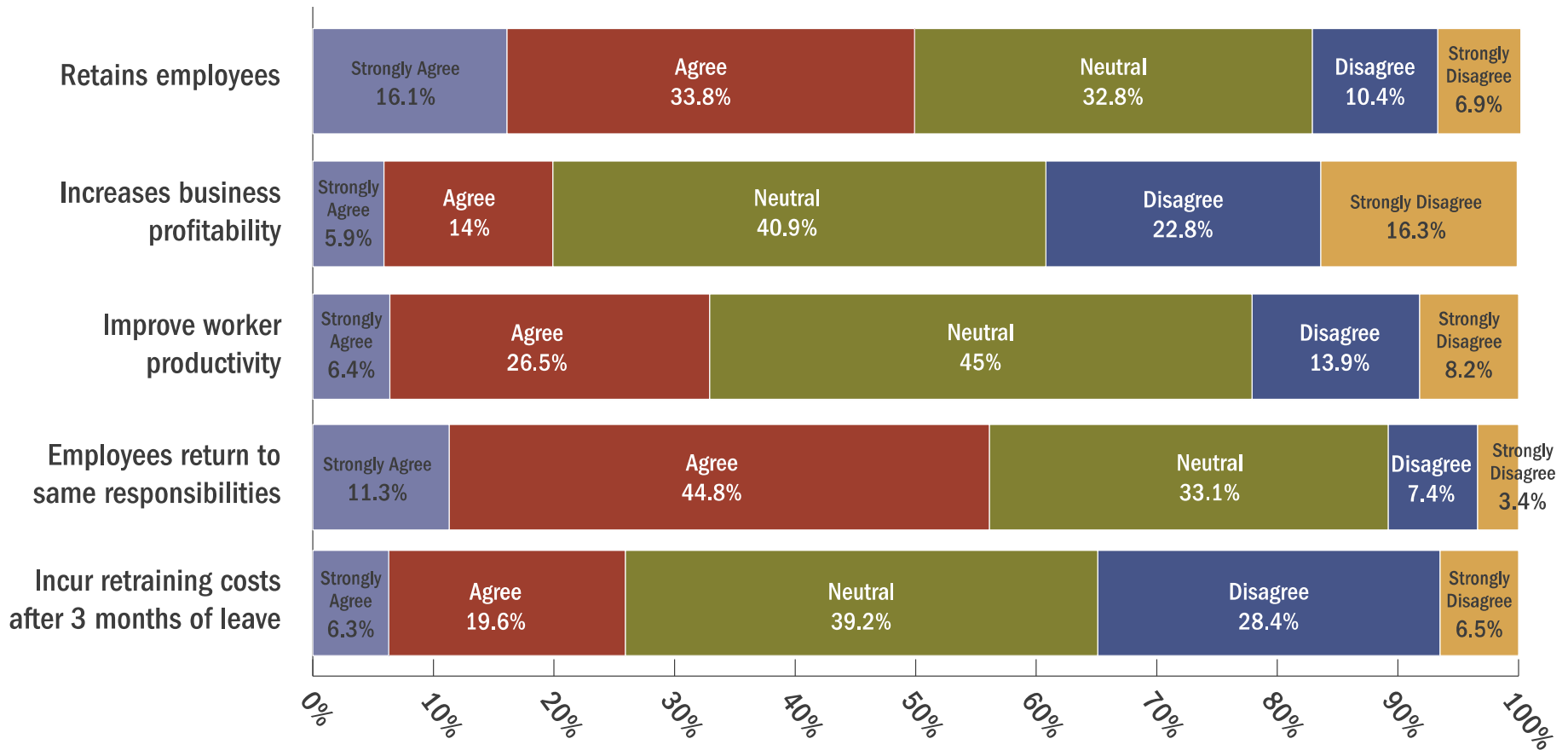
PAID FAMILY LEAVE BUSINESS SURVEY METHODOLOGY

- **Montana Department of Labor & Industry**
- **Survey mailed January 15, 2015 employers (n=2,303)**
 - Initial Response = 30%
- **Second mailing February 23, 2015**
 - Final response = 45.5%
- **Sample randomized from total population of Montana employers stored in Unemployment Insurance Wage Record database.**
- **Post-stratified for reduced bias and lower variance**

BUSINESS SURVEY: FAMILY-FRIENDLY WORKPLACES

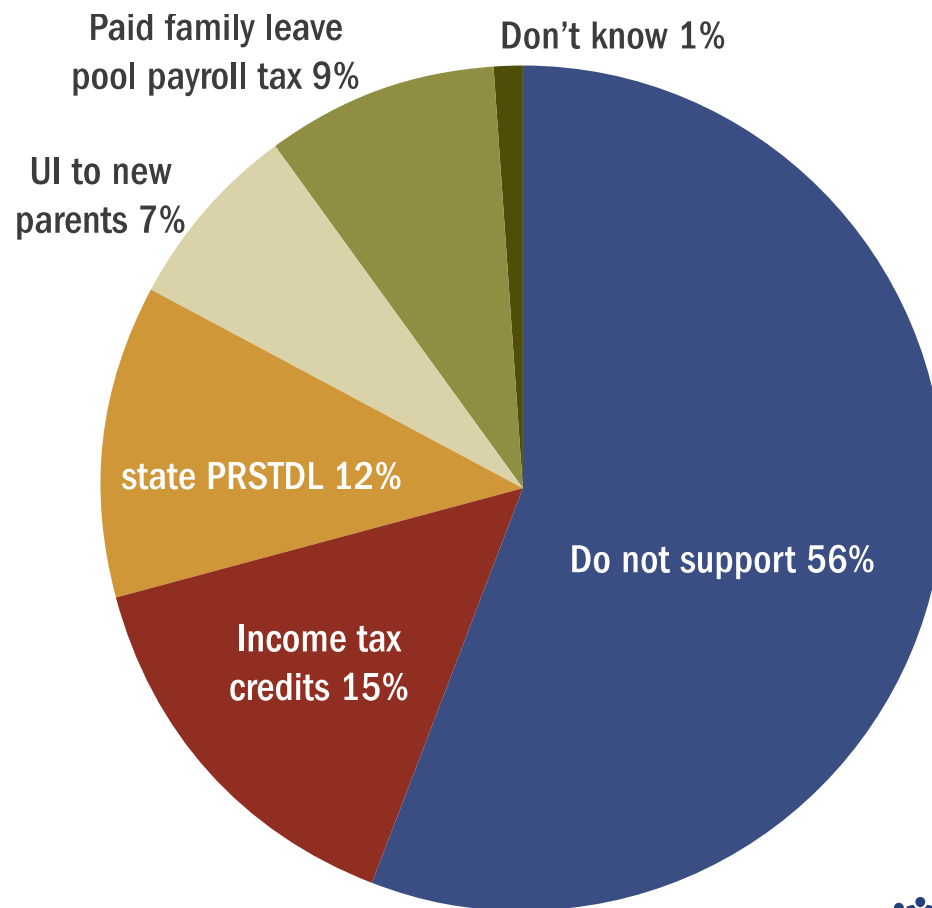


BUSINESS PERSPECTIVES ON PAID LEAVE



BUSINESS PERSPECTIVE ON POLICY OPTIONS

What is the best option?



PUBLIC OPINION POLL METHODOLOGY

- **Survey of 500 adults in Montana**
- **Conducted by telephone using professional interviewers February 4-8, 2015, with 20% of respondents reached on a cell phone.**
- **Final data weighted by age, gender, and region.**
- **Margin of error is $\pm 4.4\%$ at the 95% confidence level**

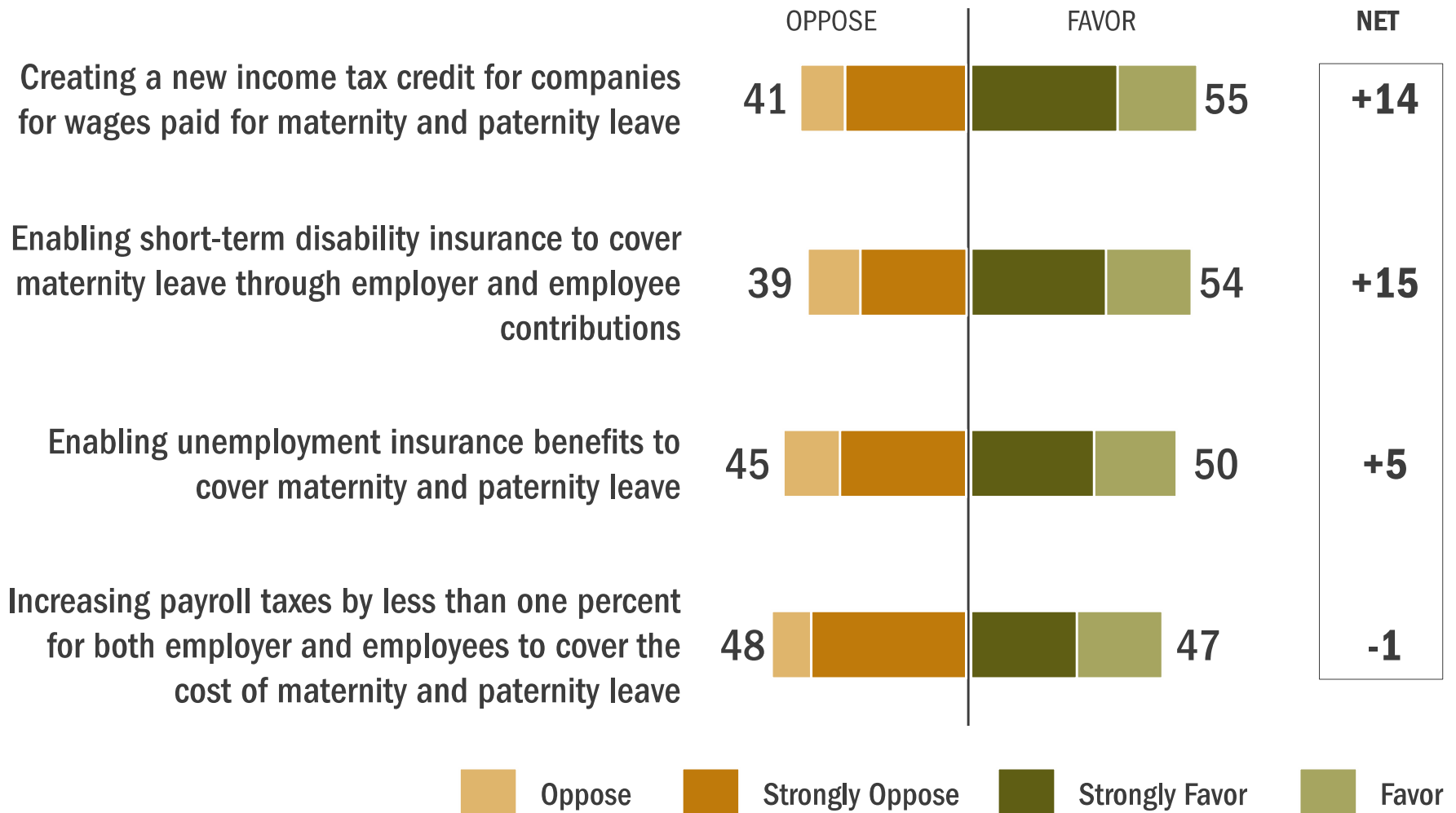


PUBLIC OPINION POLL TOTAL SUPPO

% Total Favor	Maternity	Maternity & Paternity	Maternity/20 Exception	Maternity & Paternity/20 Exception
TOTAL	66	60	62	62
Men	60	51	58	54
Women	73	69	65	70
Under 50	71	67	67	69
Over 50	64	52	57	57
Democrat	86	81	80	82
Independent	61	62	57	60
Republican	63	47	55	53
Child <18	69	60	65	58
No Child <18	65	60	60	63
Employed	69	62	64	66
Not Employed	62	58	57	57

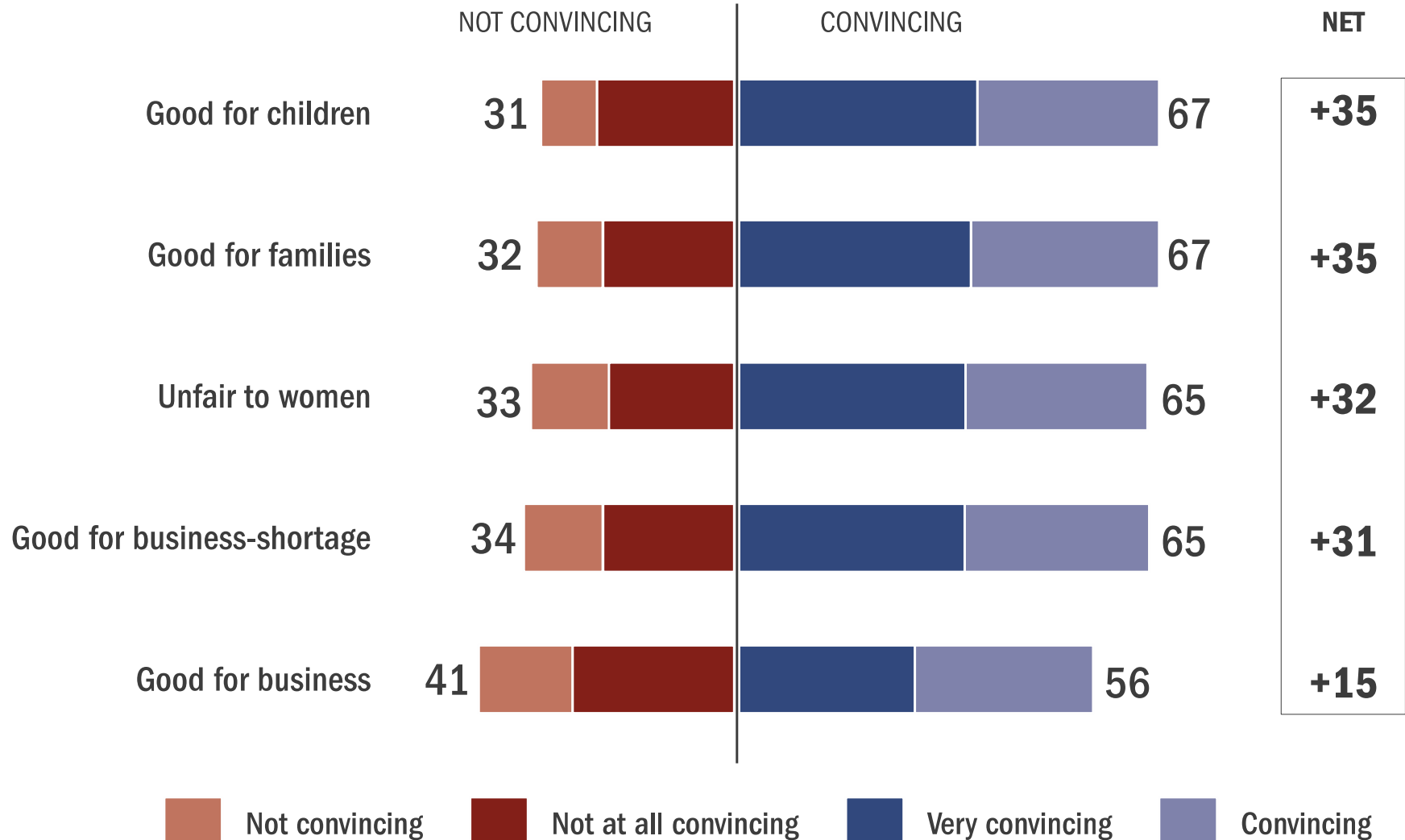
PUBLIC SUPPORT FOR PAID LEAVE POLICIES

FUNDING POLICIES



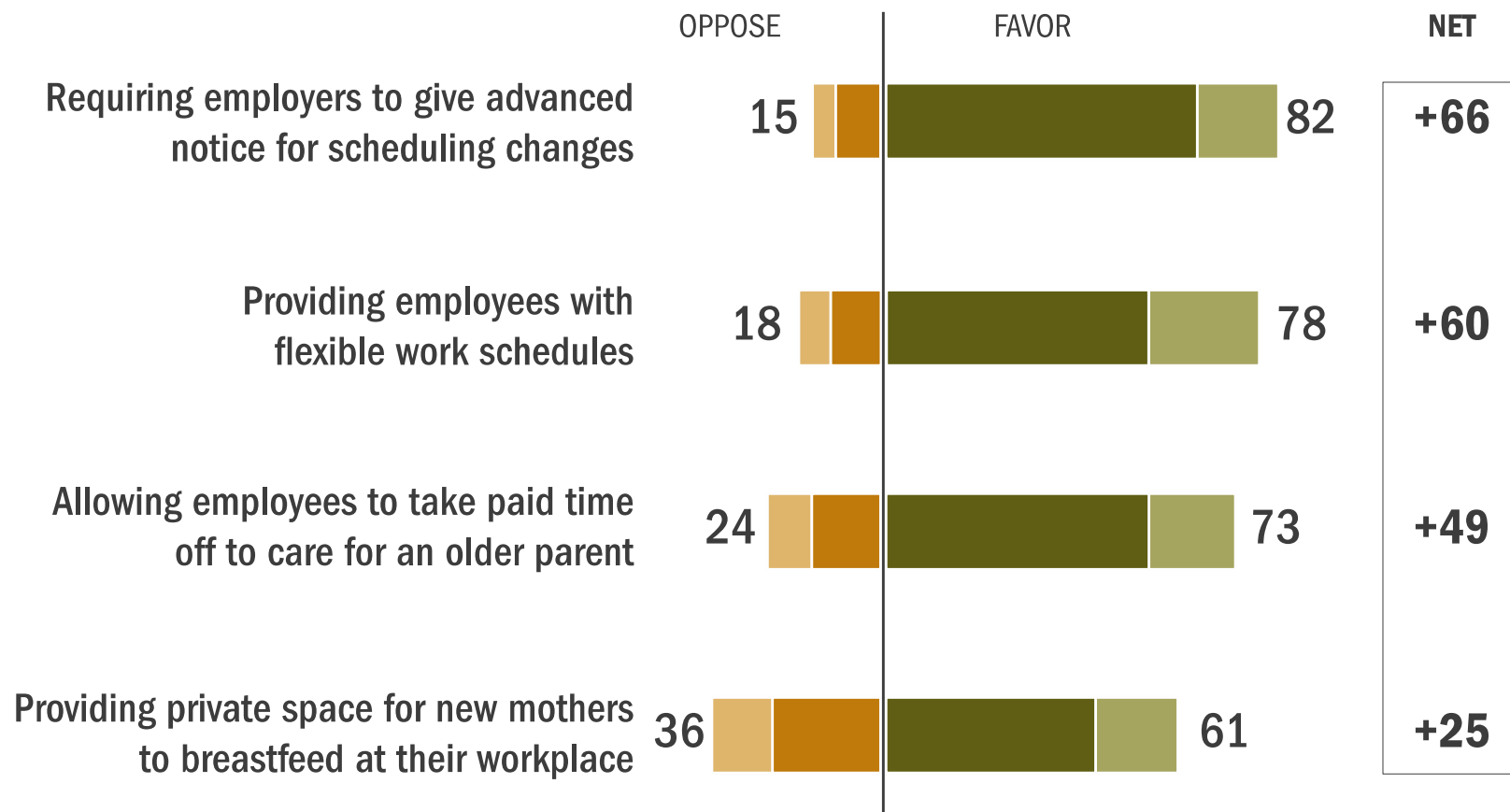
MESSAGING AROUND PAID LEAVE

HOW CONVINCING IS EACH STATEMENT?



HIGH PUBLIC SUPPORT FOR FAMILY-FRIENDLY WORKPLACES

OTHER WORK POLICIES



TO SUM UP...

- Women, Democrats, and younger Montanans support paid family leave due to the **positive impacts for children, families, and businesses.**
- Men, Republicans, Independents, and older Montanans support paid family leave as a **benefit for businesses** when the argument is put in the context of worker shortages.
- Broad support for paid leave policies that **include care for aging/sick relative** rather than just maternity/paternity leave.

RECOMMENDATIONS

- Design policies that **provide paid leave for care of aging parents**. With aging population, this is a growing demographic.
- Establish and **communicate business case for paid family leave**. Montana has worker shortages; paid family leave will increase workforce participation.
- **Secure business support** for specific policy options prior to introducing legislation.